U.S. Department of Housing and Urban Development Office of Public and Indian Housing

Small PHA Plan Update
Annual Plan for Fiscal Year: **2001** 

NOTE: THIS PHA PLANS TEMPLATE (HUD 50075) IS TO BE COMPLETED IN ACCORDANCE WITH INSTRUCTIONS LOCATED IN APPLICABLE PIH NOTICES

# PHA Plan Agency Identification

**PHA Name:** HRA of Park Rapids

PHA Number: MN043

PHA Fiscal Year Beginning: (01/01/01)

#### **PHA Plan Contact Information:**

Name: Sharon Voyda, Executive Director

Phone: (218) 732-4158

TDD:

Email (if available): hrapr@unitelc.com

#### **Public Access to Information**

Information regarding any activities outlined in this plan can be obtained by contacting: (select all that apply)

X Main administrative office of the PHA PHA development management offices

# **Display Locations For PHA Plans and Supporting Documents**

The PHA Plans (including attachments) are available for public inspection at: (select all that apply)

**X** Main administrative office of the PHA

PHA development management offices

Main administrative office of the local, county or State government

Public library

PHA website

PHA Plan Supporting Documents are available for inspection at: (select all that apply)

X Main business office of the PHA PHA development management offices

#### PHA Programs Administered:

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# Annual PHA Plan Fiscal Year 2001

[24 CFR Part 903.7]

#### i. Table of Contents

Provide a table of contents for the Plan, including attachments, and a list of supporting documents

available for public inspection. For Attachments, indicate which attachments are provided by

selecting all that apply. Provide the attachment's name (A, B, etc.) in the space to the left of the

name of the attachment. If the attachment is provided as a SEPERATE file submission form the

PHA Plans file, provide the file name in parentheses in the space to the right of the title.

Attachment: mn043v03a

#### ii. Executive Summary

[24 CFR Part 903.7 9 (r)]

At PHA option, provide a brief overview of the information in the Annual Plan

The 2001 PHA Plan reflects many of the activities undertaken 1999 - 2000 and our desire to

expand these efforts, such as:

- -continue to improve project management practices
- -better define the roles and responsibilities of PHA staff
- -continue to involve tenants in CIAP, Capital Fund and other projects
- -better recognize and accommodate the needs of low-income, disabled, and elderly tenants
- -continue to improve communications among the tenant population
- -maintain income mixing
- -reduce vacancy rate
- -complete major renovation and modernization activities
- -maintain waiting list

### 1. Summary of Policy or Program Changes for the Upcoming Year

In this section, briefly describe changes in policies or programs discussed in last year's PHA Plan that are not covered in other sections of this Update.

The HRA of Park Rapids has not adopted new changes in policies or programs identified in the 5 Year Plan 2001-2005. However, we have initiated new methods of screening tenants prior to admission in order to obtain more accurate rental history and financial data.

#### 2. Capital Improvement Needs

[24 CFR Part 903.7 9 (g)]

Exemptions: Section 8 only PHAs are not required to complete this component.

**A.** X Yes No Is the PHA eligible to participate in the CFP in the fiscal year covered by this

Plan?

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component.

**B**. What is the amount of the PHA's estimated or actual (if known) Capital Fund Program grant for the

upcoming year? \$91,936

C. X Yes No Does the PHA plan to participate in the Capital Fund Program in the upcoming

Year? If yes, complete the rest of Component 7. If no, skip to next

**D**. Capital Fund Program Grant Submissions

#### (1) Capital Fund Program 5-Year Action Plan Attachment mn043v03b

#### (2) Capital Fund Program Annual Statement Attachment mn043v03b

# 3. Demolition and Disposition

[24 CFR Part 903.7 9 (h)]

Applicability: Section 8 only PHAs are not required to complete this section.

1. Yes X No Does the PHA plan to conduct any demolition or disposition activities (pursuant

to section 18 of the U.S. Housing Act of 1937 (42 U.S.C. 1437p) in the plan

Fiscal Year? If "No", skip to next component; if "Yes", complete one activity

description for each development.

#### 2. Activity Description

# **Demolition/Disposition Activity Description (Not including Activities Associated with HOPE VI or Conversion Activities)**

- 1a. Development name:
- 1b. Development (project) number:
- 2. Activity type: Demolition Disposition
- 3. Application status (select one) Approved, Submitted, Pending Approval, Planned Application
- 4. Date application approved, submitted, or planned for submission:
- 5. Number of units affected:
- 6. Coverage of action (select one)

Part of the development

Total development

7. Relocation resources (select all that apply)

Section 8 for units

Public housing for units

Preference for admission to other public housing or section 8

Other housing for units (describe below)

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- 8. Timeline for activity:
  - a. Actual or projected start date of activity:
  - b. Actual or projected start date of relocation activities:
  - c. Projected end date of activity:

# 4. Voucher Homeownership Program

[24 CFR Part 903.7 9 (k)]

- A. Yes X No Does the PHA plan to administer Section 8 Homeownership program pursuant to Section 8(y) of the U.S.H.A. of 1937, as implemented by 24 CFR part 982? (If "No", skip to next component; if "Yes", describe each program using the table below (copy and complete questions for each program identified.)
- B. Capacity of the PHA to Administer a Section 8 Homeownership Program

The PHA has demonstrated its capacity to administer the program by (select all that apply):

Establishing a minimum homeowner downpayment requirement of at least 3 percent and requiring that at least 1 percent of the downpayment comes from the family's resources

Requiring that financing for purchase of a home under its section 8 homeownership will be provided, insured or quaranteed by the state or Federal government; comply with accepted secondary mortgage underwriting requirements; or comply with generally accepted private sector underwriting standards

Demonstrating that it has or will acquire other relevant experience

#### 5. Safety and Crime Prevention: PHDEP Plan

[24 CFR Part 903.7 (m)]

Exemptions Section 8 Only PHAs may skip to the next component PHAs eligible for PHDEP funds must provide a PHDEP Plan meeting specified requirements prior to receipt of PHDEP funds.

- A. Yes X No Is the PHA eligible to participate in the PHDEP in the fiscal year covered by this PHA Plan?
- **B.** What is the amount of the PHA s estimated or actual (if known) PHDEP grant for the upcoming year? \$0

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- C. Yes X No Does the PHA plan to participate in the PHDEP in the upcoming answer question D. If no, skip to next component.
- **D**. Yes **X** No The PHDEP Plan is attached at Attachment

## **6. Other Information**

[24 CFR Part 903.7 9 (r)]

#### A. Resident Advisory Board (RAB) Recommendations and PHA Response

- 1. X Yes No Did the PHA receive any comments on the PHA Plan from the
- 2. If yes, the comments are Attached at Attachment (File name)

3. In what manner did the PHA address those comments? (select all that apply)

The PHA changed portions of the PHA Plan in response to comments A list of these changes is included

Yes X No below or Yes X No at the end of the RAB Comments

X Considered comments, but determined that no changes to the PHA Plan were necessary. An explanation of the PHA's consideration is included at the at the end of the RAB Comments in Attachment: mn043v02c

Other: (list below)

#### B. Statement of Consistency with the Consolidated Plan

For each applicable Consolidated Plan, make the following statement (copy questions as many times as necessary).

- 1. Consolidated Plan jurisdiction: State of Minnesota
- 2. The PHA has taken the following steps to ensure consistency of this PHA Plan with the Consolidated Plan for the jurisdiction: (select all that apply)

The PHA has based its statement of needs of families in the jurisdiction on the needs expressed in the Consolidated Plan/s.

The PHA has participated in any consultation process organized and offered by the Consolidated Plan agencyin the development of the Consolidated Plan.

The PHA has consulted with the Consolidated Plan agency during the development of this PHA Plan

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Activities to be undertaken by the PHA in the coming year are consistent with specific initiatives contained in the Consolidated Plan.

**X** Other: (List Below)

Certification by the State of Minnesota of Five Year PHA Plans Consistency with

the Minnesota Housing and Community Development Consolidated Plan 04/12/00

3. PHA Requests for support from the Consolidated Plan Agency

- Yes X No Does the PHA request financial or other support from the State or local government agency in order to meet the needs of its public housing residents or inventory? If yes, please list the 5 most important requests below:
- 4. The Consolidated Plan of the jurisdiction supports the Plan with the following actions and

commitments: (describe below)

#### C. Criteria for Substantial Deviation and Significant Amendments

#### 1. Amendment and Deviation Definitions

24 CFR Part 903.7(r)

PHAs are required to define and adopt their own standards of substantial deviation from the 5-year Plan and Significant Amendment to the Annual Plan. The definition of significant amendment is important because it defines when the PHA will subject a change to the policies or activities described in the Annual Plan to full public hearing and HUD review before implementation.

#### A. Substantial Deviation from the 5-year Plan:

A Substantial Deviation is a decision made by the Board of Commissioners to change the PHA's mission statement, goals, or objectives identified in the 5-Year Plan. It is also when goals or objectives are changed that affect the residents or have a significant impact to the PHA's financial situation.

#### B. Significant Amendment or Modification to the Annual Plan:

A Significant Amendment or Modification is a change in PHA plans or policies that require formal approval by the Board of Commissioners

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## **Supporting Documents Available for Review**

PHAs are to indicate which documents are available for public review by placing a mark in the "Applicable & On Display" column in the appropriate rows. All listed documents must be on display if applicable to the program activities conducted by the PHA.

#### **List of Supporting Documents Available for Review**

Applicable Related Plan **Supporting Document** 

X	PHA Plan Certifications of Compliance with the PHA Plans and
	Related Regulations

- X State/Local Government Certification of Consistency with the Consolidated Plan (not required for this update)
- X Fair Housing Documentation Supporting Fair Housing
  Certifications: Records reflecting that the PHA has examined its
  programs or proposed programs, identified any impediments to fair
  housing choice in those programs, addressed or is addressing
  those impediments in a reasonable fashion in view of the resources
  available, and worked or is working with local jurisdictions to
  implement any of the jurisdictions' initiatives to affirmatively
  further fair housing that require the PHA's involvement.
- X Housing Needs Statement of the Consolidated Plan for the jurisdiction/s in which the PHA is located and any additional backup data to support statement of housing needs in the jurisdiction
- X Most recent board-approved operating budget for the public housing program
- X Public Housing Admissions and (Continued) Occupancy Policy (A&O/ACOP), which includes the Tenant Selection and Assignment Plan [TSAP]

Any policy governing occupancy of Police Officers in Public Housing

Check here if included in the public housing A&O Policy

Section 8 Administrative Plan

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X Public housing rent determination policies, including the method for setting public housing flat rents

X Check here if included in the public housing A & O Policy

X Schedule of flat rents offered at each public housing development

#### Check here if included in the public housing A & O Policy

Section 8 rent determination (payment standard) policies

Check here if included in Section 8 Administrative Plan

X Public housing management and maintenance policy documents, including policies for the prevention or eradication of pest infestation (including cockroach infestation)

- X Results of latest binding Public Housing Assessment System (PHAS)
- X Follow-up Plan to Results of the PHAS Resident Satisfaction Survey (if necessary)

Results of latest Section 8 Management Assessment System (SEMAP)

Any required policies governing any Section 8 special housing types

Check here if included in Section 8 Administrative Plan

X Public housing grievance procedures

X Check here if included in the public housing A & O Policy

Section 8 informal review and hearing procedures

Check here if included in Section 8 Administrative Plan

- X The HUD-approved Capital Fund/Comprehensive Grant Program Annual Statement (HUD 52837) for any active grant year
- X Most recent CIAP Budget/Progress Report (HUD 52825) for any active CIAP grants

Approved HOPE VI applications or, if more recent, approved or submitted HOPE VI Revitalization Plans, or any other approved proposal for development of public housing

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X Self-evaluation, Needs Assessment and Transition Plan required by regulations implementing §504 of the Rehabilitation Act and the Americans with Disabilities Act. See, PIH 99-52 (HA).

Approved or submitted applications for demolition and/or

disposition of public housing

Approved or submitted applications for designation of public housing (Designated Housing Plans)

Approved or submitted assessments of reasonable revitalization of public housing and approved or submitted conversion plans prepared pursuant to section 202 of the 1996 HUD Appropriations Act, Section 22 of the US Housing Act of 1937, or Section 33 of the US Housing Act of 1937

Approved or submitted public housing homeownership programs/plans

Policies governing any Section 8 Homeownership program (section of the Section 8 Administrative Plan)

Cooperation agreement between the PHA and the TANF agency and between the PHA and local employment and training service agencies

FSS Action Plan/s for public housing and/or Section 8

Section 3 documentation required by 24 CFR Part 135, Subpart E

Most recent self-sufficiency (ED/SS, TOP or ROSS or other resident services grant) grant program reports

The most recent Public Housing Drug Elimination Program (PHEDEP) semi-annual performance report

PHDEP-related documentation:

Baseline law enforcement services for public housing developments assisted under the PHDEP plan;

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in the consortium and a copy of the payment agreement between the consortium and HUD (applicable only to PHAs participating in a consortium as specified under 24 CFR 761.15);

Partnership agreements (indicating specific leveraged support) with agencies/organizations providing funding, services or other in-kind resources for PHDEP-funded activities;

Coordination with other law enforcement efforts;

Written agreement(s) with local law enforcement agencies (receiving any PHDEP funds); and

All crime statistics and other relevant data (including Part I and specified Part II crimes) that establish need for the public housing sites assisted under the PHDEP Plan.

- X Policy on Ownership of Pets in Public Housing Family
  Developments (as required by regulation at 24 CFR Part 960, Subpart G)
  - X Check here if included in the public housing A & O Policy
- X The results of the most recent fiscal year audit of the PHA conducted under section 5(h)(2) of the U.S. Housing Act of 1937 (42 U. S.C. 1437c(h)), the results of that audit and the PHA's response to any findings

Troubled PHAs: MOA/Recovery Plan

Other supporting documents (optional) (list individually; use as many lines as necessary)

X Resident Advisory Board By-Laws

Annual Statement/Performance and Evaluation Report Capital Fund Program and Capital Fund Program Replacement Housing Factor (CFP/CFPRHF) Part 1: Summary

Attachment: mn043v03b

Annual Statement/Performance and Evaluation Report Capital Fund Program and Capital Fund Program Replacement Housing Factor (CFP/CFPRHF) Part II: Supporting Pages

Attachment: mn043v03b

Annual Statement/Performance and Evaluation Report Capital Fund Program and Capital Fund Program Replacement Housing Factor (CFP/CFPRHF) Part III: Implementation Schedule

Attachment: mn043v03b

#### **Capital Fund Program 5-Year Action Plan**

Complete one table for each development in which work is planned in the next 5 PHA fiscal years. Complete a table for any PHA-wide physical or management improvements planned in the next 5 PHA fiscal year. Copy this table as many times as necessary. Note: PHAs need not include information from Year One of the 5-Year cycle, because this information is included in the Capital Fund Program Annual Statement.

Attachment: mn043v03b

# **PHA Public Housing Drug Elimination Program Plan**

#### **Not Applicable**

## Resident Member on the PHA Governing Board

1. Yes **X** No: Does the PHA governing board include at least one member who is directly assisted by the PHA this year? (if no, skip to #2)

A.Name of resident member(s) on the governing board:

B.How was the resident board member selected: (select one)?

Elected
Appointed

- C. The term of appointment is (include the date term expires):
- 2. A. If the PHA governing board does not have at least one member who is directly assisted by the PHA, why not?

the PHA is located in a State that requires the members of a governing board to be salaried and serve on a full time basis

- X the PHA has less than 300 public housing units, has provided reasonable notice to the resident advisory board of the opportunity to serve on the governing board, and has not been notified by any resident of their interest to participate in the Board.
- X Other (explain): An existing member of governing board will be a resident prior to year end
- B. Date of next term expiration of a governing board member:
- C. Name and title of appointing official(s) for governing board (indicate appointing official for the next position): John Eix, Mayor, City of Park Rapids

# Membership of the Resident Advisory Board or Boards Required Attachment: mn043v02d

List members of the Resident Advisory Board or Boards: (If the list would be unreasonably long, list organizations represented or otherwise provide a description sufficient to identify how members are chosen.)

# Annual PHA Plan Fiscal Year 2001 [24CFR Part 903.7]

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# Annual Statement/Performance and Evaluation Report Capital Fund Program and Capital Fund Program Replacement Housing Factor (CFP/CFPRHF)

Part 1: Summary mn043v03c

PHA Name: HRA of Park Rapids Capital Fund Program: MN46P04350101 Federal FY of Grant:

2001

## Original Annual Statement

Line No.	Summary by Development Account	Total Estin	nated Cost	Total Estin	mated Cost
		Original	Revised	Obligated	Expended
1	Total Non-CGP Funds				
2	1406 Operations				
3	1408 Management Improvements				
4	1410 Administration				
5	1411 Audit				
6	1415 Liquidated Damages				
7	1430 Fees and Costs				
8	1440 Site Acquisition				
9	1450 Site Improvement				
10	1460 Dwelling Structures	91,936			
11	1465.1 Dwelling Equipment (Non Expendable)				
12	1470 Non-Dwelling Structures				
13	1475 Non-Dwelling Equipment				

14	1485 Demolition				
15	1490 Replacement Reserve				
Line No.	Summary by Development Account	Total Esti	mated Cost	Total Ac	ctual Cost
		Original	Revised	Obligated	Expended
16	1492 Moving To Work Demonstration				
17	1495.1 Relocation Costs				
18	1498 Mod Used For Development				
19	1502 Contingency (May Not Exceed 8% Of Line 20)				
20	Amount of Annual Grant (Sum of Lines 2-19)	91,936			
21	Amount of Line 20 Related to LBP Activities				
22	Amount of Line 20 Related to Section 504 Compliance				
23	Amount of Line 20 Related to Security				
24	Amount of Line 20 Related to Energy Conservation Measures	91,936			

# Annual Statement/Performance and Evaluation Report Capital Fund Program and Capital Fund Program Replacement Housing Factor (CFP/CFPRHF) Part II: Supporting Pages mn043v03c

PHA Name: HI	PHA Name: HRA of Park Rapids			Capital Fund Program: MN46P04350101				
Development Number	General Description of Major Work Categories	Development Account No.	Quantity	Total Estimated Cost		Total Ac	tual Cost	Status of Proposed Work
				Original	Revised	Funds Obligated	Funds Expended	
MN043-1	Window Replacement	1460	15 Units	91,936				

**Annual Statement/Performance and Evaluation Report Capital Fund Program** 

Part III. Implementation Schedule mn043v03c									
PHA Name: HRA of Pa	ark Rapids	01 Federal FY Grant: 2001							
Development Number HA-Wide Activities	All Funds Obligated (Quarter Ending Date)				Sunds Experter Ending		Reasons for Revised Target Dates		
	Original	Revised	Actual	Original	Revised	Actual			
MN043-1	06/30/03			06/30/04					

# **Capital Fund Programs 5-Year Action Plan**

CFP 5-Year Action Plan [x] Original Statement [ ] Revised Statement								
Development Number:	Development Name:							
MN043-1	HRA of Park Rapids/R	iver Heights Apts						
Description of Needed Physical Impo Management Improvement		Estimated Cost	Planned Start Date HA Fiscal Year					
Window Replacement - 20 Units		120,000	2002					
Window Replacement - 19 Units		120,000	2003					
Public Restroom Renovation (HC Accessibility Apartment Renovation - 4 Units (HC Accessib		150,000	2004					
New Roof		50,000	2005					

Total estimated cost over next five years	440,000	

# Housing & Redevelopment Authority of Park Rapids River Heights Apartments Resident Advisory Board mn043v02d

#### Resident Advisory Board Membership

Lena Long, President 500 Riverside Avenue #212 Park Rapids, MN 56470

Frank Gerner, Vice President 500 Riverside Avenue #236 Park Rapids, MN 56470

Dorothy Ernhart, Treasurer 500 Riverside Avenue #226 Park Rapids, MN 56470

#### **Resident Advisory Board Comments**

- 1) Monitor or restrict public (non-resident) access and use of building space
- 2) Employ policies which ensure equal access and use of common areas
- 3) Develop and implement revised Pet Policy
- 4) Adopt rent policies which support income mixing
- 5) Adopt rent policies which support and encourage employment and training of non-elderly tenant population
- 6) Tenant surveys were used for prioritization of planned capital improvements

PHA Response "s correspond to RAB Comment "s)

1) Tenant concerns primarily reflect the need for all tenants to accompany guests, as stated in the Lease Agreement, when guests are using common areas. No need to adopt new policy, but continue to enforce Lease Agreement.

A secondary issue, is the fact that churches, health care providers, weight watchers, etc. use our community room. Many of our tenants participate in and benefit from the activities provided by these groups. A policy for use of the community room is posted.

# Housing & Redevelopment Authority of Park Rapids River Heights Apartments Resident Advisory Board mn043v02d Page 2

- 2) This comment is in response to those tenants that are concerned about tenant guests and community groups being able to use our common areas. We continue to enforce the Lease Agreement and the community room policy, but we will not discriminate.
- 3) The Pet Policy was revised in September 1999. We continue to enforce the pet policy. Those tenants that toilet dogs outside must be reminded on a regular basis to clean up all dog excrement. We may have to develop a fee based approach to resolving this issue.
- 4) Elderly tenants feel strongly about non-elderly tenants who are not employed and admitted to public housing. A strong work ethic exists among our elderly tenant population and they want to encourage employment, therefore income mixing is one method of accomplishing this.
  - Elderly tenants also prefer that only elderly tenants be admitted to public housing. We support income mixing, but we will not discriminate. In an effort to minimize negative attitudes relative to a diverse tenant population and promote a safe environment, we have employed methods for obtaining more accurate rental history and income information.
- 5) We have adopted a ceiling rent policy. This has been helpful in reaching out to those individuals who are employed and those elderly tenants with a variety of income.
- 6) Tenant surveys were used for prioritization of planned capital improvements. The tenants were very thoughtful in identifying the problems and planning for renovation.

We are nearing the completion of Phase I and Phase II of our window replacement and modernization project. Tenants are pleased with the work thus far and anxious to start phase III and IV.

Unfortunately, we are not financially able to construct garages ... a priority for many tenants.

# Housing Redevelopment Authority of Park Rapids River Heights Apartments

#### Pet Policy

mn043v02e

#### Policy Statement

The Housing Redevelopment Authority of Park Rapids recognizes that pets may have a positive influence on a persons mental and physical well being. And, the Housing Redevelopment Authority of Park Rapids also recognizes that not all pet owners and their pets are good tenants.

In light of this, the Housing Redevelopment Authority of Park Rapids will allow pets to reside at River Heights Apartments, providing the pets and the pet owners adhere to this pet policy which is intended to promote a more compatible living environment for all tenants.

#### I. Types of Pets Allowed

- A) Small Birds such as finches, canaries and parakeets
- B) Fish Aquariums No more than 20 gallon and restricted to first floor apartments
- C) Dogs small dogs, no more than 18 inches in height, measured from floor to back (unless the dog is a required living companion). All dogs must be spade or neutered.
  - D) Cats must be spade or neutered
  - E) Rabbits

#### II. Number of Pets Allowed Per Apartment

- A) No tenant shall have more than one dog, cat, bird, or rabbit.
- B) No tenant shall have both a dog and cat, dog and rabbit, or cat and rabbit.

#### III. Pet Owner/Tenant Responsibilities

- A) Pet Owner/Tenant must toilet dogs outdoors and <u>must</u> clean up all dog excrement and deposit it in the dumpster.
- B) Cats  $\underline{\text{must}}$  be toilet or litter box trained. Litter boxes must be cleaned regularly and the litter must be deposited in the dumpster.

Housing Redevelopment Authority of Park Rapids

# River Heights Apartments Pet Policy - Page 2

- C) Rabbits <u>must</u> be toilet, cage, or litter box trained.

  Cages and/or litter boxes must be cleaned regularly and the litter, newspaper, shavings, etc. must be deposited in the dumpster.
  - D) Pet Owners/Tenants are responsible for the care of their pets at all times. Animal neglect or abuse is prohibited.
  - E) Pets are not allowed to leave the apartments and roam the hallways, yard, or other common areas unattended.
  - F) Pet owners/tenants are financially responsible for the cleaning, repair or replacement of any and all pet damaged property, such as carpeting, window screens, blinds, shrubs, flower gardens, etc.
- G) Pet owners/tenants may leash their animals outdoors at their own risk. Leash, chain, or other restraints must not cross sidewalks or interfere with the use of clothes lines and other common areas.
  - H) Bird Cages must be cleaned regularly. Soiled newspaper, etc. must be deposited in the dumpster.
  - I) Fish Bowls/Aquariums must be cleaned regularly.

#### IV. Other

- A) This pet policy is intended to supplement, not replace, the Lease Agreement.
- B) This pet policy is intended to guide future tenant/pet occupancy at River Heights Apartments. The Housing Redevelopment Authority of Park Rapids recognizes that some existing tenant/pet families may not comply with this policy at the time it is adopted. However, the tenant responsibility clauses will be enforced.

Adopted: September 1, 1999